EMPLOYEE ENGAGEMENT

Human Performance Improvement Action Team

Gerald Johnston

Pantex Plant

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Bio

- Gerald Johnston
- Security Police Officer
- B & W Pantex
- 19 years experience in the DOE complex
- Involved in safety 18 years
- 80 hour HPI trained
- Represents Pantex Guard Union as the BBS/HPI co-facilitator

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INTEGRATED SAFETY MANAGEMENT

A straight forward, understandable process used to ensure safe operations

However...Something was Missing





EMPLOYEE ENGAGEMENT

- The "boots on the ground"
- Those in the "line of fire"

The shop floor workers





HOW WE BECAME ENGAGED

- PATRIOTS Safety Committee
- BBS Observations identified a "red flag"
- At-Risk Behaviors and Unsafe Ramp Activities
 Directly Impacted Three Divisions
 - Maintenance
 - Manufacturing
 - Security





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EMPLOYEE INVOLVEMENT

Human Performance Improvement Action Team:

RAMP SAFETY TEAM

Tasked to delve into unsafe activities occurring in the

Ramps, as identified by the trend analysis.





RAMP SAFETY TEAM

TEAM PERFORMED:

- Interviews (informal and formal)
- Focused observations
- Walk-down "areas of concern"
- Review of existing policy/requirements
 - Plant Bicycle Policy
 - Material Delivery Protocols
 - Others





ACTION ITEMS IDENTIFIED

The investigation was extensive and resulted in

27 ACTION ITEMS





The team discovered latent organizational weaknesses that were directly linked to the at-risk observed behaviors:

Ramp material clutter and

vehicle congestion









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Inappropriate material basket and pallet storage











Missing "Cradle-to-Grave"

Processes for Materials













At-risk behaviors which include:

- Ignoring ramp warning/designated postings
- Excessive Speed used with "Carts/Bikes"
- Walking in large groups, blocking pathways
- Ignoring responding emergency vehicles





TOTAL TEAM EFFORT

Senior Management and the Ramp Safety Team performed a walk-down together:

- Reviewed known areas of concern
- Performed immediate corrective actions
- Developed formal long-term corrective actions





CONTINUOUS IMPROVEMENT

The Plant Manager implemented a permanent "employee owned/driven" Ramp Safety Team

- Team monitors participates in the development and monitoring of corrective actions to completion
- Senior Management with Ramp Safety Team conduct quarterly walk-through of ramp network.





AFTER





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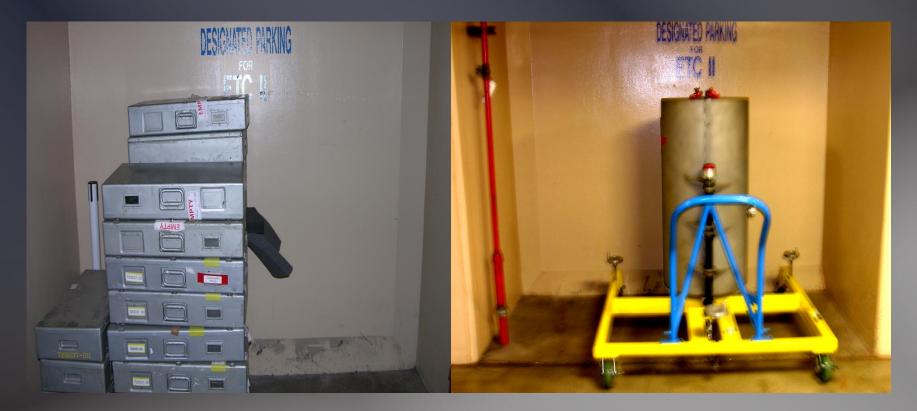
AFTER







AFTER







AFTER







KEYS TO SUCCESS

We would not be here Today without

EMPLOYEE EMPOWERMENT

AND ENGAGEMENT





Please use our experience as an example of what can be accomplished if the workers are empowered to own and manage the safety of their work environment.

"US TAKING CARE OF US"





QUESTIONS?

If we can help please contact:

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